



Louisiana's

Community & Technical Colleges

Pursuant to Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, the Louisiana Board of Regents (BOR) implemented the Uniform Policy on Power-Based Violence and Sexual Misconduct effective August 10, 2021. This policy requires annual training for each of its Responsible Employees starting no later than the beginning of the 2022-23 academic year. Per the policy, the BOR developed and provided to the Board Office SCORM video files to customize and provide to all member institutions. Board Office staff customized this video package and rolled out the training campaign to all colleges in April 2022, either in the KnowBe4 platform or other platform requested by the college.

To date, 75% of Board office staff have completed the Responsible Employee training for 2023, and the System overall currently has an 83% completion rate. The deficits in completions can be attributed to there still being 2 months remaining in the calendar year to meet the December 31 deadline. Additionally, some faculty and staff are on leave, and new employees are still within their 90-day completion grace period. This includes all faculty, staff, Board members, student employees, MEPOL, and LED FastStart employees. This includes a total of 4,742 employees, 204 of which are Board Office staff and employees.

The Louisiana Community and Technical College System (LCTCS) Board office has continued its commitment to training in other areas to support our colleges. Since January of 2023, 212 LCTCS faculty and staff have completed 63.5 hours of training. These trainings ranged in attendance from 1-20. Training topics included Title IX and Power-Based Violence Laws, Proposed Regulations, Policies, and Procedures; the Roles of Title IX Coordinators, Hearing Officers, and Investigators; Trauma-Informed Interview Techniques; the Hearing Process; Reporting; and Case Resolution. The Title IX allocation from the 2021 Regular Session has allowed the System and its member colleges to expand and enhance Title IX efforts in personnel, training, and compliance.

Additionally, 100% (60) Confidential Advisors completed required BOR training. The Board of Regents has recommended a ratio of 1 Confidential Advisor to every 1,500 students (1:1500). LCTCS far exceeds this requirement. We have implemented a minimum of two Confidential Advisors, even where the established ratio requires only one. Using the 1:1500 ratio, LCTCS is required to have thirty-three (33) Confidential Advisors across the System, but LCTCS maintains a pool of sixty (60) Confidential Advisors currently.

The number of formal complaints related to Title IX and Power-Based Violence increased exponentially during this reporting period, April 1-September 30, 2023. This was an expected consequence of robust awareness efforts and training on how to report and what should be reported. While any number of formal complaints is alarming, we are encouraged that our efforts are more effective in creating a culture of reporting and campuses that can address campus safety more proactively. Statistically, we understand that an increase in reports does not necessarily mean an increase in incidents. Rather, incidents that have been occurring all along but have gone unreported are now beginning to surface. LCTCS is committed to forging ahead to create safe campuses, where students, faculty, and staff feel comfortable reporting any incidents that create obstacles to learning and work.

Form B2 – Chancellor’s Data Report 2023-2024 Academic Year, Fall Semester¹

LCTCS

Confidential Advisors and Responsible Employees ²	Total
a. Number of Responsible Employees	4742
b. Number of Confidential Advisors	60
Annual Training <i>(please include number and percentage)</i> ³	
a. Completion rate of Responsible Employees	3919/83%
b. Completion rate of Confidential Advisors	60/100%
Responsible Employee Reporting ⁴	
a. Number of employees who made false reports	0
i. Number of employees terminated	0
b. Number of employees who made false reports	0
i. Number of employees terminated	0
Power-Based Violence Formal Complaints ⁵	
a. Formal Complaints received	15
b. Formal Complaints resulting in occurrence of power-based violence	0
c. Formal Complaints resulting in discipline or corrective action	0
Type of discipline or corrective action taken	
i. Suspension	NA
ii. Expulsion	NA
Retaliation ⁶	
a. Reports of retaliation received	0
b. Investigations	0
c. Findings	
i. Retaliation occurred	0
ii. Retaliation did not occur	0

¹ Beginning with AY 2022-2023, Fall Semester reporting will have an effective date of October 1st of the previous calendar year.

² In accordance with Act 472, the Chancellor’s report shall include the number of Responsible Employees (i.e., employees) and Confidential Advisors for the institution.

³ In accordance with Act 472, the Chancellor’s report shall include the number and percentage of Responsible Employees and Confidential Advisors who have completed annual training.

⁴ Although this section is not required by Act 472, for data collection purposes BOR requests statistics regarding a responsible employees’ failure to comply with reporting requirements.

⁵ In accordance with Act 472, the Chancellor’s report shall include (1) the number of Formal Complaints of power-based violence received by an institution, (2) the number of Formal Complaints which resulted in a finding that power-based violence violations occurred, (3) the number of Formal Complaints in which the finding of power-based violations resulted in discipline or corrective action, (4) the type of discipline or corrective action taken, and (5) the amount of time it took to resolve each Formal Complaint (*see 2nd form*).

⁶ In accordance with Act 472, the Chancellor’s report shall include information about retaliation which include the number of reports of retaliation, and any findings of any investigations or reports of retaliation.

Form B3 – System Data Report
April 1-September 30
2023-2024 Academic Year, Fall Semester [1]

Institution	Date Formal Complaint Filed [2]	Type of Complaint [3]	Status of Formal Complaint [4]	Basis for Complaint [5]	Disposition [6]	Disciplinary Status [7]	Gender of Complainant [8]	Gender of Respondent [9]
Baton Rouge Community College	No formal complaints received							
Bossier Parish Community College	No formal complaints received							
Central Louisiana Technical Community College	No formal complaints received							
Delgado Community College	6/5/2023	PBV	Closed - 1 day	Hostile work environment, verbal threats by supervisor	Permissive Dismissal - Respondent no longer employed by the College	NA	Male	Male
Delgado Community College	9/7/2023	PBV/Title IX	Closed - 1 day	Sexual harassment	Permissive Dismissal - Respondent no longer at the College worked for outside vendor	NA	Female	Male
Delgado Community College	9/7/2023	Title IX	Closed- 42 days	Inappropriate behavior of a sexual nature	Informal Resolution	NA	Female	Male
Delgado Community College	9/7/2023	Title IX	Closed- 42 days	Inappropriate comments	Informal Resolution	NA	Female	Male
Delgado Community College	9/28/2023	Title IX	Closed- 21 days	Inappropriate behavior of a sexual nature	Informal Resolution	NA	Female	Male
Fletcher Technical Community College	No formal complaints received							
Louisiana Delta Community College	4/20/2023	Title IX	Closed- 2 months	Verbal Intimidation	HR Processed -Case Closed	Informal Resolution	Male	Female
Louisiana Delta Community College	6/16/2023	Title IX	Closed - 1 month	Dating Violence	No Response from Complainant - Case Closed	NA	Female	Male
Louisiana Delta Community College	6/20/2023	Power-based Violence	Closed- 2 months	Verbal Intimidation	HR Processed -Case Closed	Informal Resolution	Female	Male
Louisiana Delta Community College	6/27/2023	Power-based Violence	Closed- 2 months	Verbal Intimidation	HR Processed -Case Closed	Informal Resolution	Male	Male
Louisiana Delta Community College	9/6/2023	Title IX	Closed- 4 days	Sexual Harassment	Informal Resolution Process	Informal Resolution	Female	Male
Louisiana Delta Community College	9/6/2023	Title IX	Closed-4 days	Sexual Harassment	Informal Resolution Process	Informal Resolution	Female	Male
Northshore Technical Community College	No formal complaints received							
Northwest Louisiana Technical Community College	No formal complaints received							
Nunez Community College	No formal complaints received							
River Parishes Community College	9/25/2023	Power-Based Violence	Closed/Withdrawn- 7 days	Sexual Harassment	Complaint withdrawn by Complainant	NA	Male	Unknown
South Louisiana Community College	9/29/2023	Power-Based Violence	Dismissed under T9 and PBV- moved to HR processes- Closed- 5 days	Non-Sexual Harassment	NA	NA	Female	Male
South Louisiana Community College	9/29/2023	Power-Based Violence	Dismissed under T9 and PBV- moved to HR processes- Closed- 5 days	Non-Sexual Harassment	NA	NA	Female	Male
SOWELA Technical Community College	5/18/2023	Title IX	Closed- 9/7/2023- 112 days	Sexual Assault	Respondent found not responsible	NA	Female	Male
LCTCS Board Office	No formal complaints received							

[1] Fall Semester reporting will have an effective date of April 1st of the current calendar year.

[2] Information about Formal Complaints is specifically required to be included in the Chancellor's report. For convenience, BOR Recommends the Title IX Coordinators' reporting in the third column serve as the basis of information to be included in the Chancellor's report, so effectively Title IX Coordinators can copy and paste their reports regarding Formal Complaints into the Chancellor's report.

[3] Type of Complaint, Title IX or Power-Based Violence (PBV).

[4] Status of investigation as it pertains to Formal Complaints filed for an accusation of power-based violence or retaliation. If closed, length of time taken to resolve complaint.

[5] Type of power-based violence or retaliation alleged.

[6] Disposition of any disciplinary processes arising from the Formal Complaints.

[7] Institution should indicate where they are in the disciplinary status and also note if there was a sanction imposed and what sanction was imposed.

[8] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.

[9] Although not required by law, for data collection purposes BOR requests information pertaining to the gender of both the Complainant and Respondent.